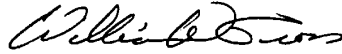


REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2253
Revision No.: 16
Date of Last Revision: 05/29/2002

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket
BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk
NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.67
Accounting Clerk II	10.43
Accounting Clerk III	13.21
Accounting Clerk IV	14.02
Court Reporter	13.04
Dispatcher, Motor Vehicle	11.55
Document Preparation Clerk	11.41
Duplicating Machine Operator	10.37
Film/Tape Librarian	10.34
General Clerk I	7.93
General Clerk II	9.78
General Clerk III	11.32
General Clerk IV	14.01
Housing Referral Assistant	13.37
Key Entry Operator I	8.98
Key Entry Operator II	11.75
Messenger (Courier)	7.98
Order Clerk I	10.04
Order Clerk II	12.05
Personnel Assistant (Employment) I	7.98
Personnel Assistant (Employment) II	9.83
Personnel Assistant (Employment) III	11.55
Personnel Assistant (Employment) IV	14.09
Production Control Clerk	14.67
Rental Clerk	12.96
Scheduler, Maintenance	11.92
Secretary I	11.67

Secretary II	11.72
Secretary III	14.67
Secretary IV	16.73
Secretary V	20.47
Service Order Dispatcher	12.96
Stenographer I	10.41
Stenographer II	11.72
Supply Technician	13.60
Survey Worker (Interviewer)	13.04
Switchboard Operator-Receptionist	10.37
Test Examiner	11.72
Test Proctor	11.72
Travel Clerk I	10.28
Travel Clerk II	10.90
Travel Clerk III	11.44
Word Processor I	10.98
Word Processor II	12.87
Word Processor III	14.44

Automatic Data Processing Occupations

Computer Data Librarian	9.83
Computer Operator I	11.66
Computer Operator II	13.06
Computer Operator III	16.41
Computer Operator IV	19.62
Computer Operator V	21.75
Computer Programmer I (1)	13.81
Computer Programmer II (1)	15.86
Computer Programmer III (1)	20.61
Computer Programmer IV (1)	24.82
Computer Systems Analyst I (1)	20.87
Computer Systems Analyst II (1)	24.15
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.66

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	14.64
Automotive Glass Installer	13.57
Automotive Worker	13.57
Electrician, Automotive	14.59
Mobile Equipment Servicer	12.54
Motor Equipment Metal Mechanic	14.64
Motor Equipment Metal Worker	13.57
Motor Vehicle Mechanic	14.64
Motor Vehicle Mechanic Helper	11.96
Motor Vehicle Upholstery Worker	13.54
Motor Vehicle Wrecker	13.57
Painter, Automotive	14.11
Radiator Repair Specialist	13.57

Tire Repairer	12.12
Transmission Repair Specialist	14.64
Food Preparation and Service Occupations	
Baker	10.05
Cook I	9.71
Cook II	11.11
Dishwasher	8.23
Food Service Worker	8.10
Meat Cutter	11.10
Waiter/Waitress	6.11
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.11
Furniture Handler	11.87
Furniture Refinisher	14.11
Furniture Refinisher Helper	11.96
Furniture Repairer, Minor	13.06
Upholsterer	14.11
General Services and Support Occupations	
Cleaner, Vehicles	8.29
Elevator Operator	8.29
Gardener	10.18
House Keeping Aid I	7.54
House Keeping Aid II	8.61
Janitor	8.29
Laborer, Grounds Maintenance	8.73
Maid or Houseman	7.65
Pest Controller	12.05
Refuse Collector	8.29
Tractor Operator	9.70
Window Cleaner	8.29
Health Occupations	
Dental Assistant	13.35
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.00
Licensed Practical Nurse I	11.42
Licensed Practical Nurse II	12.82
Licensed Practical Nurse III	14.34
Medical Assistant	10.74
Medical Laboratory Technician	16.34
Medical Record Clerk	11.65
Medical Record Technician	14.04
Nursing Assistant I	8.16
Nursing Assistant II	9.18
Nursing Assistant III	10.13
Nursing Assistant IV	11.36
Pharmacy Technician	12.64

Phlebotomist	12.82
Registered Nurse I	17.77
Registered Nurse II	21.74
Registered Nurse II, Specialist	21.74
Registered Nurse III	24.98
Registered Nurse III, Anesthetist	24.98
Registered Nurse IV	29.94

Information and Arts Occupations

Audiovisual Librarian	17.66
Exhibits Specialist I	16.93
Exhibits Specialist II	17.66
Exhibits Specialist III	21.62
Illustrator I	14.31
Illustrator II	22.28
Illustrator III	22.54
Librarian	20.47
Library Technician	11.00
Photographer I	12.26
Photographer II	14.42
Photographer III	19.07
Photographer IV	19.32
Photographer V	22.35

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.13
Counter Attendant	8.13
Dry Cleaner	9.72
Finisher, Flatwork, Machine	8.13
Presser, Hand	8.13
Presser, Machine, Drycleaning	8.13
Presser, Machine, Shirts	8.13
Presser, Machine, Wearing Apparel, Laundry	8.13
Sewing Machine Operator	10.25
Tailor	11.07
Washer, Machine	8.83

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	17.20
Tool and Die Maker	19.14

Material Handling and Packing Occupations

Forklift Operator	13.72
Fuel Distribution System Operator	13.79
Material Coordinator	15.02
Material Expediter	15.02
Material Handling Laborer	11.70
Order Filler	9.29
Production Line Worker (Food Processing)	13.16

Shipping Packer	12.57
Shipping/Receiving Clerk	11.43
Stock Clerk (Shelf Stocker; Store Worker II)	12.07
Store Worker I	9.30
Tools and Parts Attendant	13.37
Warehouse Specialist	13.37

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.10
Aircraft Mechanic Helper	13.16
Aircraft Quality Control Inspector	16.70
Aircraft Servicer	14.37
Aircraft Worker	14.93
Appliance Mechanic	16.34
Bicycle Repairer	12.12
Cable Splicer	18.52
Carpenter, Maintenance	17.85
Carpet Layer	17.17
Electrician, Maintenance	18.52
Electronics Technician, Maintenance I	17.17
Electronics Technician, Maintenance II	17.85
Electronics Technician, Maintenance III	18.52
Fabric Worker	13.06
Fire Alarm System Mechanic	16.10
Fire Extinguisher Repairer	13.79
Fuel Distribution System Mechanic	16.10
General Maintenance Worker	14.10
Heating, Refrigeration and Air Conditioning Mechanic	18.52
Heavy Equipment Mechanic	18.52
Heavy Equipment Operator	16.49
Instrument Mechanic	16.49
Laborer	9.41
Locksmith	15.88
Machinery Maintenance Mechanic	14.99
Machinist, Maintenance	17.83
Maintenance Trades Helper	11.96
Millwright	15.49
Office Appliance Repairer	14.99
Painter, Aircraft	14.93
Painter, Maintenance	14.95
Pipefitter, Maintenance	16.69
Plumber, Maintenance	16.23
Pneudraulic Systems Mechanic	16.10
Rigger	16.29
Scale Mechanic	14.93
Sheet-Metal Worker, Maintenance	17.38
Small Engine Mechanic	13.57
Telecommunication Mechanic I	15.50
Telecommunication Mechanic II	16.07

Telephone Lineman	16.10
Welder, Combination, Maintenance	15.18
Well Driller	18.52
Woodcraft Worker	15.18
Woodworker	12.54
Miscellaneous Occupations	
Animal Caretaker	7.27
Carnival Equipment Operator	9.70
Carnival Equipment Repairer	10.18
Carnival Worker	8.29
Cashier	8.88
Desk Clerk	7.87
Embalmer	18.47
Lifeguard	8.01
Mortician	20.32
Park Attendant (Aide)	10.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.01
Recreation Specialist	9.85
Recycling Worker	9.70
Sales Clerk	8.01
School Crossing Guard (Crosswalk Attendant)	8.29
Sport Official	8.01
Survey Party Chief (Chief of Party)	8.84
Surveying Aide	6.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.44
Swimming Pool Operator	11.01
Vending Machine Attendant	9.70
Vending Machine Repairer	11.01
Vending Machine Repairer Helper	9.70
Personal Needs Occupations	
Child Care Attendant	8.01
Child Care Center Clerk	9.00
Chore Aid	7.65
Homemaker	12.46
Plant and System Operation Occupations	
Boiler Tender	17.93
Sewage Plant Operator	16.46
Stationary Engineer	17.93
Ventilation Equipment Tender	13.16
Water Treatment Plant Operator	16.41
Protective Service Occupations	
Alarm Monitor	10.65
Corrections Officer	17.69
Court Security Officer	18.18
Detention Officer	17.69

Firefighter	18.95
Guard I	6.36
Guard II	8.97
Police Officer	20.49

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.09
Hatch Tender	15.09
Line Handler	15.09
Stevedore I	13.14
Stevedore II	14.29

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.69
Archeological Technician II	14.26
Archeological Technician III	17.66
Cartographic Technician	17.66
Civil Engineering Technician	17.25
Computer Based Training (CBT) Specialist/ Instructor	20.87
Drafter I	12.64
Drafter II	16.46
Drafter III	17.15
Drafter IV	17.66
Engineering Technician I	12.06
Engineering Technician II	13.53
Engineering Technician III	15.15
Engineering Technician IV	18.09
Engineering Technician V	22.14
Engineering Technician VI	28.03
Environmental Technician	17.18
Flight Simulator/Instructor (Pilot)	22.75
Graphic Artist	18.26
Instructor	19.66
Laboratory Technician	15.14
Mathematical Technician	17.18
Paralegal/Legal Assistant I	11.73
Paralegal/Legal Assistant II	16.12
Paralegal/Legal Assistant III	17.16
Paralegal/Legal Assistant IV	24.11
Photooptics Technician	16.93
Technical Writer	24.32
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01

Weather Observer, Combined Upper Air and Surface Programs (3)	16.41
Weather Observer, Senior (3)	17.14
Weather Observer, Upper Air (3)	16.41

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.06
Parking and Lot Attendant	8.59
Shuttle Bus Driver	10.86
Taxi Driver	11.56
Truckdriver, Heavy Truck	13.95
Truckdriver, Light Truck	10.86
Truckdriver, Medium Truck	11.28
Truckdriver, Tractor-Trailer	21.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2467
Revision No.: 21
Date of Last Revision: 05/28/2002

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket.

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.54
Accounting Clerk II	10.28
Accounting Clerk III	13.05
Accounting Clerk IV	13.86
Court Reporter	13.74
Dispatcher, Motor Vehicle	12.91
Document Preparation Clerk	10.64
Duplicating Machine Operator	10.47
Film/Tape Librarian	10.67
General Clerk I	9.14
General Clerk II	10.17
General Clerk III	12.24
General Clerk IV	14.42
Housing Referral Assistant	16.11
Key Entry Operator I	10.47
Key Entry Operator II	13.26
Messenger (Courier)	9.14
Order Clerk I	10.93
Order Clerk II	13.67
Personnel Assistant (Employment) I	8.82
Personnel Assistant (Employment) II	10.88
Personnel Assistant (Employment) III	12.79
Personnel Assistant (Employment) IV	15.57
Production Control Clerk	15.44
Rental Clerk	11.04
Scheduler, Maintenance	12.27
Secretary I	12.27
Secretary II	13.74
Secretary III	16.11
Secretary IV	18.52
Secretary V	22.66

Service Order Dispatcher	11.76
Stenographer I	10.90
Stenographer II	12.27
Supply Technician	15.07
Survey Worker (Interviewer)	12.17
Switchboard Operator-Receptionist	10.28
Test Examiner	12.97
Test Proctor	12.97
Travel Clerk I	10.50
Travel Clerk II	10.76
Travel Clerk III	11.29
Word Processor I	10.85
Word Processor II	12.71
Word Processor III	14.26

Automatic Data Processing Occupations

Computer Data Librarian	10.25
Computer Operator I	10.29
Computer Operator II	11.51
Computer Operator III	14.46
Computer Operator IV	17.30
Computer Operator V	19.17
Computer Programmer I (1)	13.88
Computer Programmer II (1)	15.94
Computer Programmer III (1)	20.72
Computer Programmer IV (1)	24.94
Computer Systems Analyst I (1)	21.62
Computer Systems Analyst II (1)	25.01
Computer Systems Analyst III (1)	27.53
Peripheral Equipment Operator	10.29

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.31
Automotive Glass Installer	15.92
Automotive Worker	15.92
Electrician, Automotive	16.61
Mobile Equipment Servicer	14.71
Motor Equipment Metal Mechanic	17.31
Motor Equipment Metal Worker	15.92
Motor Vehicle Mechanic	17.31
Motor Vehicle Mechanic Helper	13.85
Motor Vehicle Upholstery Worker	15.22
Motor Vehicle Wrecker	15.92
Painter, Automotive	17.20
Radiator Repair Specialist	15.92
Tire Repairer	14.71
Transmission Repair Specialist	17.30

Food Preparation and Service Occupations

Baker	10.34
Cook I	10.90
Cook II	11.89
Dishwasher	7.59
Food Service Worker	8.10
Meat Cutter	11.89
Waiter/Waitress	7.40

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.45
Furniture Handler	12.34
Furniture Refinisher	16.45
Furniture Refinisher Helper	13.70
Furniture Repairer, Minor	15.07
Upholsterer	16.45

General Services and Support Occupations

Cleaner, Vehicles	8.73
Elevator Operator	8.73
Gardener	10.90
House Keeping Aid I	8.07
House Keeping Aid II	8.82
Janitor	8.73
Laborer, Grounds Maintenance	9.27
Maid or Houseman	8.07
Pest Controller	13.32
Refuse Collector	8.73
Tractor Operator	10.37
Window Cleaner	9.27

Health Occupations

Dental Assistant	12.57
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.91
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24
Licensed Practical Nurse III	12.57
Medical Assistant	10.58
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.38
Nursing Assistant II	8.30
Nursing Assistant III	9.06
Nursing Assistant IV	10.16
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	15.45
Registered Nurse II	18.91
Registered Nurse II, Specialist	18.91

Registered Nurse III	22.88
Registered Nurse III, Anesthetist	22.88
Registered Nurse IV	27.41

Information and Arts Occupations

Audiovisual Librarian	16.10
Exhibits Specialist I	15.59
Exhibits Specialist II	16.05
Exhibits Specialist III	19.65
Illustrator I	13.01
Illustrator II	20.26
Illustrator III	20.49
Librarian	20.70
Library Technician	11.95
Photographer I	12.68
Photographer II	14.91
Photographer III	19.75
Photographer IV	19.98
Photographer V	22.30

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.13
Counter Attendant	8.13
Dry Cleaner	8.94
Finisher, Flatwork, Machine	8.13
Presser, Hand	8.13
Presser, Machine, Drycleaning	8.13
Presser, Machine, Shirts	8.13
Presser, Machine, Wearing Apparel, Laundry	8.13
Sewing Machine Operator	9.43
Tailor	11.29
Washer, Machine	8.83

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.73
Tool and Die Maker	18.98

Material Handling and Packing Occupations

Forklift Operator	12.21
Fuel Distribution System Operator	14.37
Material Coordinator	15.44
Material Expediter	15.44
Material Handling Laborer	10.17
Order Filler	9.64
Production Line Worker (Food Processing)	13.80
Shipping Packer	11.46
Shipping/Receiving Clerk	11.46
Stock Clerk (Shelf Stocker; Store Worker II)	11.72
Store Worker I	10.73

Tools and Parts Attendant	13.80
Warehouse Specialist	13.80

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.25
Aircraft Mechanic Helper	13.80
Aircraft Quality Control Inspector	17.94
Aircraft Servicer	15.18
Aircraft Worker	15.87
Appliance Mechanic	16.56
Bicycle Repairer	14.56
Cable Splicer	19.70
Carpenter, Maintenance	16.74
Carpet Layer	18.12
Electrician, Maintenance	19.06
Electronics Technician, Maintenance I	16.59
Electronics Technician, Maintenance II	17.25
Electronics Technician, Maintenance III	17.91
Fabric Worker	15.18
Fire Alarm System Mechanic	17.25
Fire Extinguisher Repairer	14.66
Fuel Distribution System Mechanic	19.23
General Maintenance Worker	15.76
Heating, Refrigeration and Air Conditioning Mechanic	18.58
Heavy Equipment Mechanic	17.83
Heavy Equipment Operator	19.67
Instrument Mechanic	17.25
Laborer	8.73
Locksmith	16.45
Machinery Maintenance Mechanic	16.79
Machinist, Maintenance	16.30
Maintenance Trades Helper	12.19
Millwright	17.13
Office Appliance Repairer	16.85
Painter, Aircraft	17.20
Painter, Maintenance	14.56
Pipefitter, Maintenance	16.79
Plumber, Maintenance	16.56
Pneudraulic Systems Mechanic	17.25
Rigger	17.13
Scale Mechanic	15.87
Sheet-Metal Worker, Maintenance	19.31
Small Engine Mechanic	15.76
Telecommunication Mechanic I	17.72
Telecommunication Mechanic II	17.94
Telephone Lineman	17.25
Welder, Combination, Maintenance	16.79
Well Driller	19.70
Woodcraft Worker	17.13

Woodworker	14.56
Miscellaneous Occupations	
Animal Caretaker	7.66
Carnival Equipment Operator	10.37
Carnival Equipment Repairer	10.90
Carnival Worker	8.73
Cashier	8.88
Desk Clerk	8.35
Embalmer	19.12
Lifeguard	8.48
Mortician	19.12
Park Attendant (Aide)	10.66
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.48
Recreation Specialist	11.48
Recycling Worker	10.37
Sales Clerk	8.48
School Crossing Guard (Crosswalk Attendant)	8.73
Sport Official	9.42
Survey Party Chief (Chief of Party)	9.25
Surveying Aide	7.35
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.80
Swimming Pool Operator	11.89
Vending Machine Attendant	10.37
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	10.37
Personal Needs Occupations	
Child Care Attendant	8.48
Child Care Center Clerk	9.52
Chore Aid	8.07
Homemaker	13.20
Plant and System Operation Occupations	
Boiler Tender	17.13
Sewage Plant Operator	16.45
Stationary Engineer	17.13
Ventilation Equipment Tender	13.80
Water Treatment Plant Operator	16.50
Protective Service Occupations	
Alarm Monitor	10.72
Corrections Officer	17.69
Court Security Officer	18.24
Detention Officer	17.69
Firefighter	19.14
Guard I	8.07
Guard II	10.72
Police Officer	22.29

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.87
Hatch Tender	15.87
Line Handler	15.87
Stevedore I	13.89
Stevedore II	16.56

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.59
Archeological Technician II	12.96
Archeological Technician III	16.05
Cartographic Technician	16.05
Civil Engineering Technician	16.05
Computer Based Training (CBT) Specialist/ Instructor	20.75
Drafter I	11.55
Drafter II	15.03
Drafter III	15.59
Drafter IV	16.05
Engineering Technician I	12.67
Engineering Technician II	14.22
Engineering Technician III	15.92
Engineering Technician IV	19.70
Engineering Technician V	23.29
Engineering Technician VI	29.49
Environmental Technician	17.84
Flight Simulator/Instructor (Pilot)	24.00
Graphic Artist	20.75
Instructor	22.02
Laboratory Technician	24.71
Mathematical Technician	17.35
Paralegal/Legal Assistant I	13.81
Paralegal/Legal Assistant II	17.25
Paralegal/Legal Assistant III	18.50
Paralegal/Legal Assistant IV	22.40
Photooptics Technician	19.45
Technical Writer	23.21
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.44
Weather Observer, Senior (3)	16.05
Weather Observer, Upper Air (3)	14.44

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.06
Parking and Lot Attendant	8.86
Shuttle Bus Driver	10.96
Taxi Driver	9.47
Truckdriver, Heavy Truck	14.10
Truckdriver, Light Truck	10.96
Truckdriver, Medium Truck	11.39
Truckdriver, Tractor-Trailer	17.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.